



EIGHTH ITEM ON THE AGENDA

**General status report on ILO action
concerning discrimination in
employment and occupation**

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1. The Director-General's campaign to promote the universal ratification of the ILO fundamental Conventions and the adoption of the ILO Declaration on Fundamental Principles and Rights at Work in 1998 continue to lead to increased ratifications of the two ILO Conventions considered fundamental in the area of discrimination in employment and occupation: the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), and the Equal Remuneration Convention, 1951 (No. 100). As of 15 January 2002, 154 member States of the ILO had ratified Convention No. 111, while 156 member States had ratified Convention No. 100. During 2001, a broad range of activities of the Office, including its multidisciplinary teams (MDTs), have promoted application of Conventions Nos. 111 and 100 and the principles of the Declaration through research, workshops, seminars, technical cooperation and advisory services. These activities have also frequently dealt with the promotion of ILO Conventions aiming at the prevention of discrimination in employment and occupation, on grounds other than those specified in the two abovementioned Conventions. Due to space limitations, it was not possible to make reference to all relevant activities, but an attempt has been made to provide at least an indication of the types, range and, where possible, the impact of relevant activities.

I. Supervision of the application of standards on discrimination

2. As in previous years, the comments of the Committee of Experts on the Application of Conventions and Recommendations, published in its 2001 report and sent directly to governments, draw attention both to positive measures and to concerns with regard to the effective implementation of provisions prohibiting gender-based wage discrimination, discrimination in employment and occupation on the basis of race, colour, sex, religion, political opinion, national extraction or social origin and employment-related discrimination against workers with family responsibilities and migrant workers. The Committee's comments also address issues relevant to discrimination against indigenous and tribal peoples, particularly with respect to their ability to participate effectively in the formulation and implementation of measures that affect them. In its 2001 general report, the Committee highlighted the subject of equal remuneration in honour of the 50th anniversary of Convention No. 100.
3. In the course of 2001, the Governing Body addressed a number of representations under article 24 of the ILO Constitution alleging non-observance of relevant Conventions. At its 280th and 282nd Sessions (March and November), the Governing Body declared receivable two representations alleging non-observance by Mexico of Convention No. 169, one made by the Union of Workers of the Autonomous University of Mexico (STUNAM), together with the Independent Union of Workers of La Jornada (SITRAJOR), and another made by the Union of Academics of the National Institute of Anthropology. The Governing Body also adopted several final reports of the committees set up to examine representations alleging non-observance of Convention No. 169: a representation made by the Sulinermik Inuussutissarsiuqartut Kattuffiat (SIK), an Inuit trade union in Greenland, concerning Denmark; a representation made by the Ecuadorian Confederation of Free Trade Union Organizations (CEOSL) concerning Ecuador; two representations concerning Colombia made by the Single Confederation of Workers of Colombia (CUT); and a representation made by the General Confederation of Workers of Peru (CGTP) concerning Peru. In addition, the Governing Body adopted a final report concerning the representation made by the National Confederation of Eritrean Workers (NCEW), alleging non-observance by Ethiopia of Conventions Nos. 111 and 158.

II. Office activities to promote equality of opportunity and treatment

4. During 2001, a number of regional, subregional or national tripartite seminars and symposia were carried out by the Equality and Employment Branch of the International Labour Standards Department (EGALITE), some in collaboration with other programmes, to promote relevant ILO standards, including: a tripartite East African subregional Seminar on International Labour Standards for Labour Court Judges in Kampala, Uganda (May 2001); a national seminar on international labour standards and the development of national labour legislation in Astana, Kazakhstan (April 2001); a national tripartite seminar on fundamental ILO standards in Tehran, Islamic Republic of Iran (April 2001); and seminars on the ratification of Convention No. 111 in Tallin, Estonia (January 2001), and Shanghai, China (September 2001). Technical assistance and advisory services concerning discrimination in employment and occupation and equal remuneration were provided to Mauritius in August 2001.
5. The InFocus Programme on Promoting the Declaration on Fundamental Principles and Rights at Work (DECLARATION) has continued to carry out a series of projects with a view to strengthening the ILO's knowledge base concerning discrimination. In the framework of the Programme for the Promotion of Management-Labour Cooperation (PROMALCO), enterprise-level surveys in the Caribbean, covering firms of varying size and operating in different sectors, were carried out in order to, inter alia, ascertain the prevalent forms and extent of discrimination. In cooperation with the Bureau of Statistics (STAT), a number of studies aimed at determining the extent of and the ways in which gender and other attributes influence the entrance of particular social groups into the informal sector, their patterns of employment and working conditions, as well as their mobility within it and possibilities of exit, have been developed and will be launched in selected developing and developed countries. Two national seminars for trade unions were held in Karachi and Lahore, Pakistan (December 2001), in cooperation with the All Pakistan Federation of Trade Unions (APFTU) to enhance trade union members' knowledge of the ILO Declaration on Fundamental Principles and Rights at Work, with special emphasis on discrimination.
6. In 2001, the Government, Labour Law and Administration Department (GLLAD) published its *Labour Legislation Guidelines* on the Internet, which are designed to provide guidance on how to incorporate into labour legislation the ILO's fundamental principles, including equality of opportunity and treatment. GLLAD also produced two publications, which contain up-to-date information on non-discrimination with a view to strengthening governments as employers: a comparative study on civil service statutes and a study on social dialogue practices in the public service. A special issue of the quarterly ACTRAV publication *Labour Education* was devoted to the ILO Declaration on Fundamental Principles and Rights at Work and special attention was paid to Conventions Nos. 100 and 111.
7. The InFocus Programme on Skills, Knowledge and Employability (Employment Sector) and the Financial, Actuarial and Statistical Branch (Social Protection Sector) are coordinating the ILO's contribution to the Second World Assembly on Ageing to be held in Madrid from 8 to 12 April 2002.¹ The Office commenced preparation of a report for submission to the Assembly, which will, inter alia, address the issue of preventing discrimination against older workers with particular attention to older women workers.

¹ GB.282/ESP/2.

8. MDTs throughout the regions organized numerous workshops and seminars to promote core Conventions and/or the ILO Declaration on Fundamental Principles and Rights at Work, in which presentations on discrimination were included. The South Asian MDT organized roundtable meetings with the Bar Association in Bangladesh, including one on ILO discrimination Conventions (October 2001). This resulted in a training course by the Legal Education and Training Institute (LETI) of the Bar Council in which 120 lawyers were trained in December 2001 on several labour law topics, including the ILO discrimination Conventions. The MDT for Central Africa, jointly with ACTRAV and Public Services International, organized a training seminar for leaders and educators in Douala, Cameroon, in October 2000, which included a segment on ILO standards and principles concerning discrimination. The MDT for the Caribbean held a workshop on performance in equality and non-discrimination in a subregional tripartite meeting on productivity and competitiveness (November 2001).
9. Some ILO offices continued to provide support to constituents for the promotion of equality of opportunity and treatment at work. The Brazil Office, in collaboration with EMPLOI and the Instituto Ethos, organized a national seminar on the Global Compact principles. The final report will be published in 2002, including a synthesis of best practice cases on how Brazilian companies have been promoting the application of international labour principles and standards into their managerial practices, and combating discrimination in employment and occupation.
10. The Office has continued to collaborate in the field of standards with the United Nations, its specialized agencies, and intergovernmental organizations with which the ILO has entered into special arrangements for this purpose. As in previous years, it has submitted written reports and provided oral information on its activities, including in regard to discrimination in employment and occupation to various UN treaty bodies, as well as to the United Nations Commission on Human Rights and its subsidiary bodies.

III. Gender equality

11. The Office continued to play a catalytic role in promoting gender mainstreaming in ILO programmes and projects, through its Bureau for Gender Equality (GENDER) and the form of training and strategy building with regular staff and the chief technical advisers of the technical cooperation projects under the Declaration. A series of regional capacity-building activities for ILO staff in Africa, Asia and Latin America were successful in identifying good practices in gender mainstreaming. The strategy, critical for ensuring that work on promoting other fundamental Conventions is gender sensitive, also contributes to the ILO goal of promoting gender equality in the world of work. In the process of the first ILO gender audit currently being conducted in the Office, workshops have been held with ILO constituents, specialists and technical cooperation staff in Bangkok, Budapest, Dar-Es-Salaam and Kathmandu. Efforts have also been made to mobilize and strengthen a gender network among ILO staff and constituents to contribute to the strategic thinking and practical preparations for the ILO Global Report on discrimination in 2003.
12. The ILO book, *Breaking through the glass ceiling: Women in management*, which was published in June 2001, attracted wide media attention. The Office was actively involved in the promotion of the book. The findings were presented at an International Conference on Pay Equity organized by the Government of Luxembourg (February 2001). In May 2001, a meeting on the glass ceiling with high-level women leaders of the Russian Federation was held in Moscow.
13. Over the last year, the Bureau for Gender Equality has created a new ILO gender equality web site, which will be launched on the occasion of International Women's Day on

8 March 2002. The Office launched the training package on gender, poverty and employment in English, French, Russian and Spanish. The Gender Promotion Programme (GENPROM) launched its “Information base on equal employment opportunities for women and men (e.quality@work)”, which is available on CD-ROM and the Internet. It has been used to enhance collaboration between GENPROM, EGALITE, GLLAD, GENDER and DECLARATION to provide joint and coherent policy advice and to conduct awareness raising for constituents.

14. EGALITE, in cooperation with the MDT in Chile and the Brazil Office, participated in the International Seminar on Equal Remuneration and the Promotion of Convention No. 100, organized by the Brazilian Trade Union Congress (CUT) in March 2001. In cooperation with ILO/Islamabad and EGALITE, DECLARATION has sponsored two tripartite seminars in Pakistan on the implementation of Convention No. 100. A study analysing the gender wage gap and examining the current wage-setting machineries and mechanisms was prepared to assist the Government and the social partners to devise the best ways to redress gender inequalities in respect of remuneration. In Mali, a study analysing the gender pay gap in the public and formal private sectors was concluded in early 2001 and a tripartite policy workshop to discuss the outcomes and recommendations was held in April 2001. As a result, a two-staged national plan to promote equality in pay between men and women was adopted. EGALITE’s technical assistance to the Government of Cyprus has resulted in the development and issuance of national guidelines by the Ministry of Labour to promote equal remuneration. Within the framework of the Partnership on Pay Equity between Public Services International (PSI) and the ILO, surveys reviewing wage imbalances between men and women in the public sector, as well as the relevant experiences and strategies for redressing them, have been conducted in a number of developed and developing countries. A meeting to discuss the findings and elaborate a strategy for promotion of pay equality in the public service was held in December 2001.
15. The Office launched the training programme on gender, poverty, and employment in eight Central and Eastern European countries at a tripartite seminar held in St. Petersburg in December 2001. Funding for implementing this programme in Latin America was received from the Dutch partnership programme for technical cooperation. Within the framework of a DECLARATION project funded by the United States Department of Labor (USDOL), a set of activities has been designed aimed, among others, at improving the availability of quality jobs for female heads of household, as part of a broader effort to reduce poverty, raise gender equality and enhance social and economic equity. DECLARATION has been carrying out a project to measure and compare women’s labour costs relative to men’s.
16. GENPROM has also focused on older women workers and women migrant workers. In Estonia, GENPROM activities for older women workers have been drawing attention to the significance of a rights-based approach for the realization of decent work. Training and information materials on discrimination against older workers were successfully tested in a workshop in November 2001. An information guide is being prepared on female migrant workers, including those trafficked into exploitative work situations. It aims at better preparing these women for international migration and protecting them from exploitative and abusive forms of employment. It will be completed and tested at national and regional levels in 2002. Action plans on more and better jobs for women in Bangladesh, Estonia, India, Mexico, Nepal, Nicaragua, United Republic of Tanzania and Viet Nam are focusing on increasing the capacity of the social actors to create employment opportunities for vulnerable groups of women workers and to ensure that employment opportunities translate into women’s empowerment and improved family welfare, especially reduced child labour.
17. The InFocus Programme on Child Labour (IPEC) organized a workshop on gender mainstreaming in October 2001, with the objective of sharing with IPEC colleagues from

field and headquarters, as well as ILO gender focal points, the results of the IPEC overall gender review undertaken in 2000-01. The workshop established an "IPEC generic implementation plan for gender mainstreaming". Additionally, IPEC is currently preparing an implementation plan for gender mainstreaming in headquarters, which includes the preparation of training material and training IPEC staff. In coordination with the United Kingdom DFID Networking Programme and the USDoL, IPEC is creating a Gender Research Network, preparing an annotated bibliography on girl child labour and commercial sexual exploitation, agriculture and domestic labour, as well as preparing several rapid assessments intended to allow the root causes of girl child labour and gender inequality to be understood.

- 18.** In Benin, Burkina Faso and Niger studies and follow-up workshops were undertaken by the Bureau of Employers' Affairs (ACT/EMP) to analyse the socio-cultural, traditional and psychological barriers to women's participation in employers' organizations. As a result, several employers' organizations have adopted a strategic framework designed to improve the integration of women entrepreneurs into their work and to offer services tailored to women's specific needs. An ongoing ACT/EMP programme in Latin America held workshops and carried out several surveys in Peru and Colombia. In Asia, a programme on the enhanced role of employers' organizations in promoting women-owned businesses in Asia-Pacific (Cambodia, Indonesia, Nepal, Papua New Guinea, Philippines, Sri Lanka and Viet Nam) was started in collaboration with IFP/SEED's WEDGE unit. A gender training workshop for regional staff of international trade secretariats in Latin America was held in San José, Costa Rica, by the Office for Workers' Affairs (ACTRAV). GENPROM has developed a Resource Kit for Trade Unions on Promoting Gender Equality, prepared in cooperation with ACTRAV, GENDER and the International Confederation of Free Trade Unions (ICFTU). The kit is a tool for international, regional and national trade union centres to raise the capacity of female and male trade unionists on promoting gender issues and on organizing workers in the informal economy. National and regional capacity-building workshops have been held in Anglophone Africa and Asia, and the kit is being translated into French, Spanish and Chinese.
- 19.** The Conditions of Work Branch (CONDIT) conducted a workshop to promote the ratification of the Maternity Protection Convention, 2000 (No. 183), in February 2001, which enabled ILO staff to build a framework programme for action on maternity protection. CONDIT also contributed funds and technical support for the development of the Maternity Protection Campaign Ratification Kit, published by ICFTU, Public Services International (PSI) and Education International, and provided technical assistance on maternity protection in Zambia. The branch presented a paper on "Family responsibilities and working time: Towards an integrated approach to work and family issues" to a transatlantic dialogue entitled "GDP vs. quality of life: Balancing work and family", in Bellagio, Italy, and participated in a conference on "The Health Impact of Global Inequalities at Work", in June 2001 at the Harvard Center for Society and Health, presenting a paper on "How working conditions affect families: A global perspective".
- 20.** The area offices and MDTs have focused on issues of gender equality as part of their general programme on international labour standards. The Bangkok Office and East Asia MDT (EASMAT/BAO) organized an Asian and Pacific Regional Tripartite Seminar on Action against Sexual Harassment at Work in Penang, Malaysia, from 2 to 4 October 2001, in collaboration with EGALITE and CONDIT. As a result, an up-to-date study on "Action against sexual harassment at work in Asia and the Pacific" was published in December 2001. At the level of the East Asian subregion, the Office developed a model training package on workers' rights, with special emphasis on women workers' rights, for illiterate and semi-illiterate workers. Several activities, including a subregional workshop, were carried out with trade unions to design joint strategies for promotion of the rights of female workers.

21. Many activities focused on the national level. In Cambodia, there have been ongoing programmes to study and improve the gender dimension of skills development. The workers' education project has paid particular attention to women workers. Further activities in the country addressed the issues of women affected by HIV/AIDS and the introduction of maternity benefits in Cambodia. EASMAT and EGALITE provided assistance to Malaysia to hold a national workshop on the issue of sexual harassment (June 2001). The Office has also prepared proposals for the inclusion of maternity protection in the Malaysian social security structure. The ILO training workshop on labour market information and information technology development (Shah Alam, July 2001) emphasized the necessity of breaking down data by age and sex to enable policy-makers to identify target groups, such as women workers. In Indonesia, the ILO Office in Jakarta has been preparing a national framework and action plan for gender equality to be integrated into the Country Programme Framework of the Office for 2003-05. The Office also has been preparing a paper on the Government's capacity and strategy for advancing gender equality. In Thailand, the Office prepared a study on gender equality and decent work, and research was carried out on the gender dimension of skills development, and a model training package on women workers' rights in Thailand was finalized and issued. The Office implemented a project on expansion of employment opportunities for women and organized a workshop for awareness raising on gender equality issues for employers in Thailand. In Viet Nam, the Office continued to implement a project on expansion of employment opportunities for women and has developed a new safety and health methodology. The South Asia Viet Nam Project on Tripartism (SAVPOT) focuses on equitable representation of women in all the activities of the project and the creation of awareness on the gender dimension for decision-makers.
22. The South Asia Multidisciplinary Advisory Team (SAAT) gender specialist has been working with the Trade Union Committee for Gender Equality and Promotion (TUC-GEP) in Nepal, conducting workshops in 2001. This had led to the development of a national strategy/agreement on gender equality at the workplace in Nepal. In India, a GENPROM project aims at improving employment alternatives and access to the Beedi Workers' Welfare Fund, for women workers in the *beedi* (Indian cigarettes) sector. Increased capacity at the local level of all stakeholders will lead to social empowerment of this disadvantaged group through microcredit and micro-enterprise development.
23. A tripartite workshop on "Sexual Harassment in the Workplace" was organized in Colombo, Sri Lanka, by ILO Colombo in June 2001. A national case study on the issue was presented. In July 2001, the Employers' Federation of Ceylon (EFC) organized a two-day workshop entitled "Towards Gender Equity in the Workplace" for employers in Sri Lanka with technical support from SAAT and ACT/EMP. In Bangladesh, the Bangladesh Employers' Federation executed a component of the interregional ACT/EMP project to promote equal opportunity policies by individual employers (Promoting Equal Opportunity Policies through Private Sector Initiatives). A roundtable on gender parity (Dhaka, August 2001) supported by ACT/EMP led to a policy document for guidance of member companies of the employers' organization. GENPROM, STEP and the DECLARATION promoted decent work for women while building the capacity of tripartite constituents to provide employment opportunities and services that address the needs of women workers, through a project entitled "Women's Empowerment through Employment and Health". The project became operational in mid-2001.
24. In Europe, in close collaboration with the ILO Office in Budapest, the Bureau for Gender Equality developed a project proposal on "Enhancing gender mainstreaming capacity of ILO constituents" in Bulgaria. In Estonia, the second phase of the technical cooperation project on "More and Better Jobs for Women", implemented by GENPROM, was launched in 2001. The ILO Office in Budapest, in cooperation with ICFTU, continued to provide assistance and advisory services on capacity building of CEE trade unions'

women's sections to develop strategies on promoting women workers' rights. A study was commissioned on the gender impact of social security reform in Central and Eastern Europe (maternity, family, child-care, pension benefits) with country studies on Poland, the Czech Republic and Hungary.

25. In Latin America, the Regional Office for the Americas, ACTRAV, and the ILO Office in Argentina jointly launched a research project in 2001 on collective bargaining and gender equality in several Latin American countries. The InFocus Programme on Social Dialogue undertook an evaluation of the work of tripartite committees on equality of opportunity, which were established in Argentina, Chile, Paraguay, and Uruguay between 1995 and 1998.
26. The ILO Office in Brasilia continued to support gender mainstreaming in technical cooperation activities, with special emphasis on the inclusion of a race component. Under the MTE/ILO technical cooperation project on training methodologies, a conceptual paper on diversity by gender, race, age, sexual orientation and disabilities was elaborated. A statistical analysis of race and gender discrimination in urban Brazil was prepared. A number of other technical cooperation activities were carried out under the coordination of the Regional Office for the Americas. The ILO Office in Argentina, in collaboration with the National Committee of Women of Argentina organized a seminar on the gender, poverty and employment programme, as well as workshops to raise awareness on these issues in Argentina and Uruguay. The Office carried out studies in the framework of the regional programme on data concerning labour costs broken down by sex in respect of Argentina and Uruguay. The ILO Office in Mexico promoted gender equality during 2001 through a number of activities, including a national seminar on "Women Workers and Union Leadership" held in January 2001.
27. In Africa, the South African Multidisciplinary Advisory Team (SAMAT) has ensured that gender equality and non-discrimination are mainstreamed in all major programmes of the project on Strengthening Labour Relations in East Africa (SLARE) and has contributed to the mainstreaming of gender into the Jobs for Africa programme. SAMAT also facilitated the Africa Regional Administration Centre (ARLAC) "Seminar on Gender Equality at Work" (April 2001). The Office carried out activities to promote equality in the labour market in rural and industrial areas in Mauritius and Madagascar.

IV. Racial, ethnic, religious and social origin discrimination

28. The Office was represented at the second and third preparatory meetings for the World Conference Against Racism, Racial Discrimination, Xenophobia, and Related Intolerance in May and August 2001. At the second preparatory meeting a panel discussion on racism at the workplace was organized and several information documents on the subject were distributed at the preparatory session. The ILO also participated in the Conference itself in Durban, South Africa.² In cooperation with the Office of the High Commissioner for Human Rights (UNHCHR), the Office organized a series of parallel events under the theme of "Discrimination is everybody's business". Together with UNHCHR, the International Organization for Migration (IOM) and the United Nations High Commissioner for Refugees (UNHCR), the Office developed a joint document on "International approaches to migration, racism, xenophobia and discrimination". The

² GB.283/LILS/11, GB.282/14/1, <http://www.ilo.org/public/english/bureau/exrel/events/wcr.htm>

Office also prepared a training guide on protection of minorities and the ILO, published by the UNHCHR as part of the documentation for the Conference.

29. Relevant units of the Office at a workshop discussed the follow-up to the World Conference in September 2001. The Office co-organized a panel forum on migration, racism, xenophobia and discrimination in November 2001 in New York for delegates attending the United Nations General Assembly. The Office presented its reflections at a consultation on United Nations system-wide follow-up to the World Conference convened by the High Commissioner on 12 December 2001, International Human Rights Day.
30. DECLARATION has launched a study on the extent and consequences of racial discrimination in the labour market and a literature review on religious discrimination at the workplace. In cooperation with the UNDP Regional Bureau for Europe and the CIS in Bratislava, the Multidisciplinary Team for Central and Eastern Europe (ILO-CEET) is currently implementing two projects focusing on Roma issues. The aim of the first project is to prepare a subregional report on the integration of Roma in Central and Eastern Europe, covering Bulgaria, Czech Republic, Hungary, Romania, and Slovakia. The second project will carry out a review and make an assessment of the labour market programmes targeted at the Romani population in Hungary. In Nepal, the Office participated in a workshop for Nepalese parliamentarians entitled "End Untouchability and Promote the Uplift of the Dalit Community".

V. Discrimination and migrant workers

31. The International Migration Branch (MIGRANT) responded to new and ongoing requests for technical assistance and advice on formulation of migration policies and programmes and development of new national frameworks for prevention of discrimination against migrant workers in Bulgaria, Central Asia, Costa Rica, Indonesia, Kuwait and Thailand. Research was conducted in Bahrain and Lebanon to facilitate dialogue with policy-makers to improve protection of migrant domestic workers. Studies have been conducted by GENPROM on good practices to protect women migrant workers against discrimination, abuse and exploitation in Bolivia, Costa Rica, Ethiopia, Italy, Japan, Nicaragua, Nigeria, Philippines, Romania, Sri Lanka and the United Arab Emirates.
32. A joint project was initiated in September between the Office and the Philippines Department of Foreign Affairs to enhance capacities of diplomatic missions to respond to the needs of Filipino migrant workers in areas such as discrimination. The ILO organized a seminar in March 2001 on labour migration management for government officials of Kazakhstan, Kyrgyzstan, Tajikistan and Turkmenistan, in which discrimination against migrant workers was addressed. An ILO-International Trade Centre Tripartite Seminar on Protection of Migrant Workers in the Indian Ocean Region addressed discrimination and remedies to it in Comoros, Madagascar, Mauritius, Réunion and Seychelles.
33. ILO experts addressed labour migration, discrimination and human rights questions at high-level intergovernmental seminars on regional migration policy cooperation in the Caribbean, in Kingston, Jamaica, in May, and for West Africa, in Dakar in December. The seminars were organized by the International Migration Policy Programme (IMP), in which the ILO is a full partner, together with the United Nations Institute for Training and Research (UNITAR), the United Nations Population Fund (UNFPA) and IOM.
34. A project was initiated to compile profiles of practical measures and activities by governments, employers, trade unions and NGOs to combat discrimination against migrant workers and to promote equality of opportunity, as recommended by the tripartite ILO High-Level Meeting on Achieving Equality in Employment for Migrant Workers, held in

March 2000. At the recommendation of the Council of Europe Intergovernmental Expert Group on Integration, MIGRANT and the Council of Europe migration secretariat are jointly compiling a compendium of anti-discrimination good practice measures from all European countries.

35. The Office has proposed the establishment of a joint ILO/ASEAN Institute of Migrant Labour to supervise and facilitate labour mobility, manage transborder social security transfers and monitor respect for migrant workers' rights. An international symposium on "Migrant workers under globalization and market economy" was organized in Algeria by ACTRAV in cooperation with the International Confederation of Arab Trade Unions and the General Federation of Algerian Workers.

VI. Discrimination and disabled workers

36. In 2001, the ILO disability programme, based in the equity coordination area of IFP/SKILLS, carried out a broad range of activities. The code of practice on the management of disability in the workplace was finalized and adopted at a Tripartite Meeting of Experts (October 2001) in Geneva and approved for publication by the Governing Body in November 2001. The code's objectives include ensuring that persons with disabilities have equal opportunities at the workplace. A number of technical and promotional materials in support of the code were developed in 2001, including video materials focusing on the employment of people with disabilities in the Asian and Caribbean regions.
37. In the Asian and Pacific region, activities included support to employers and workers in promoting training and employment opportunities for people with disabilities, including: advisory services to the Cambodian Business Advisory Group, employer representatives who promote equal opportunity and treatment of people with disabilities in training and employment; financial and technical assistance to the Employers' Federation of Ceylon in establishing an Employers' Disability Network to foster the employment of disabled persons; a tripartite meeting with the Mongolian Federation of Trade Unions concerning the role of government, employers and trade unions in implementing Convention No. 159 and recently passed labour legislation, which includes provisions on workers with disabilities; and consultations with employers and trade union organizations in China to explore how they might incorporate the needs of workers with disabilities into their activities. Training and technical assistance was also provided to government officials in several countries. In Cambodia, this was done in relation to methods of integrating people with disabilities into mainstream vocational training programmes and increasing their training and employment options. In East Timor, a needs assessment was carried out relating to policies and practices that will encourage the inclusion and equity of treatment and opportunity for people with disabilities. In the Lao People's Democratic Republic, the ILO promoted the inclusion of people with disabilities as a key target group in the programme for the development of small and medium-sized enterprises in the country, especially in the agro-business sector. The Office also provided technical advice to the Royal Government of Thailand on trends, issues, best practices and equal rights for people with disabilities in the field of employment and training.
38. The East Asian MDT has developed an employer-focused video for the Asian region, the purpose of which is to motivate positive attitudes about hiring and promoting people with disabilities and to present the business case for doing so. The Office set up a regional web site for and about people with disabilities, called *AbilityAsia*, to provide information on ILO activities that promote equality of opportunity and treatment, as well as on national and local policies and practices with similar objectives.

39. In Central and Eastern Europe, continuing support was provided to the pilot project in Bosnia and Herzegovina to support the development of a vocational training centre for people disabled due to war. Support has also been provided to national authorities in the establishment of a National Centre of Vocational Rehabilitation in the Ukraine.
40. In Africa, support was provided to the African Rehabilitation Institute in the organization of a Pan African Conference on the African Decade of Disabled People. In partnership with Rotary International, a computer skills training course for young people with disabilities was introduced in Mauritius. Assistance was given in carrying out a final evaluation of the community-based rehabilitation project in Morocco.
41. In the Arab region, two regional training workshops were organized to improve existing capacities for employment and vocational integration of people with disabilities. In addition, several national training workshops were conducted. Three training manuals for improving employment services for people with disability were translated into Arabic and published. Support was provided for two vocational rehabilitation centres in the West Bank, a community-based rehabilitation (CBR) centre in Iraq, a university training programme for CBR workers in Jordan, and a CBR training programme in Oman.
42. A Subregional Tripartite Technical Meeting on Strengthening Rehabilitation Services in the Caribbean was held in Trinidad and Tobago. Support was provided to a seminar concerning the promotion of rights and employment opportunities of disabled persons, promoted by the Ministry of Labour and the Ministry of Justice in Brazil. In Mexico, the ILO, jointly with the parliamentary Commission for Vulnerable Groups, organized a National Forum on Disabled Workers in December 2001. It has also provided technical assistance to support ratification of Convention No. 159 and its application.

VII. Discrimination and workers with HIV/AIDS

43. The *ILO code of practice on HIV/AIDS and the world of work* was approved by consensus in May 2001 at a tripartite meeting of experts from all regions, adopted by the Governing Body and launched at the United Nations General Assembly Special Session (UNGASS), in New York, in June 2001. Non-discrimination and gender equality are fundamental principles of the code that constitute the basis for addressing the epidemic in the workplace.
44. The ILO Programme on HIV/AIDS and the World of Work (ILO/AIDS) has carried out missions and initiated country-level activities in Africa, Asia, Eastern Europe, Latin America and the Caribbean to support the efforts of governments and their social partners to combat the epidemic and fight discrimination at national, sectoral and workplace level. Projects with the social partners, most of them including training in the application of the code of practice, and the initiation of workplace programmes on HIV/AIDS, are taking place in Argentina, Brazil, Cambodia, Côte d'Ivoire, Ethiopia, Ghana, India, Madagascar, Malawi, Malaysia, Nigeria, Senegal, South Africa, Swaziland, United Republic of Tanzania, Thailand and Zambia, and on a regional level in the Caribbean. AIDS focal points are in the process of being appointed in area offices and multidisciplinary advisory teams.
45. In November 2001, the Multidisciplinary Advisory Team for Central Africa, in cooperation with ILO/AIDS and the Turin Centre, held a workshop in Douala, Cameroon, aimed at strengthening national capacities for the elimination of discrimination against workers with HIV/AIDS. The ILO Office in Budapest carried out a fact-finding mission to Ukraine to develop technical cooperation project proposals for a tripartite approach to HIV/AIDS and world of work. The objectives of the project include raising awareness of

HIV/AIDS and to mobilizing the tripartite constituents to adopt suitable workplace and national policies to help prevent discrimination and the stigmatization of people with HIV/AIDS. In March 2001, the ILO Office in Budapest, in collaboration with the Government of Cyprus, organized a tripartite high-level seminar on reform and modernization of labour inspection services. The seminar affirmed that labour inspectors have a crucial role in enforcing the application of legislation on non-discrimination, including regulations on rights of HIV-infected persons at the workplace, and promoting values of non-discrimination. Reports of the social and labour consequences of the HIV/AIDS epidemic in the Republic of Moldova and Ukraine have been prepared and tripartite delegations of these two countries attended the "Subregional Tripartite Seminar on the HIV/AIDS Pandemic – Social Consequences in the CIS Countries", organized by the ILO Office in Moscow. ACTRAV conducted national surveys on the effects of HIV/AIDS on workers in Barbados, Botswana, and the Philippines. In Uganda, a workers' manual on trade union action against HIV/AIDS was produced and tested.

VIII. Discrimination and indigenous and tribal peoples

46. During 2001, the Interregional Programme to Support Self-Reliance of Indigenous and Tribal Communities through Cooperatives and Self-Help Organizations (INDISCO) continued its work on projects in Asia and Africa. In Asia, activities were concentrated on linking grass-roots initiatives with the national policies in India, Philippines and Thailand, to influence indigenous and tribal development policies and programmes of the member States using INDISCO best practices in participatory project planning and implementation. Strengthening sustainable livelihoods of ITPs was given top priority in order to assist them in utilizing effectively their ancestral lands and other natural resources, regenerating their forests and degraded lands and conserving biodiversity, and protecting the environment. Capacity building for indigenous organizations in project planning and implementation was another key area in these countries, and INDISCO partner organizations improved their capacities by direct implementation and evaluation of their own projects. Project partners, particularly indigenous and tribal women, in India, Philippines and Thailand established their own microfinance schemes to eliminate discrimination against access to credit. Indigenous and tribal peoples' strategies for coping with natural disasters (India) and civil unrest (the Philippines) were studied and will be strengthened with technical cooperation projects. In Africa, project activities started in two countries, the United Republic of Tanzania and Cameroon, concentrating on capacity building and job creation for the Maasai and the Pygmies respectively. Studies were undertaken to identify traditional livelihood patterns of these indigenous communities and, under the direct funding of the Jobs for Africa Programme, these two projects will continue helping the communities to strengthen their traditional livelihoods, reduce out-migration and eliminate discrimination in national employment policies.
47. Through the INDISCO project, in Thailand the ILO assisted three ethnic groups (Hmong, Mien and Lahu) in preparing and testing curricula in their own local languages for primary-school education, in conformity with the requirements of Convention No. 169. A study has also been completed on the socio-economic vulnerability of hill tribe people to HIV/AIDS, and a project proposal elaborated to confront this problem.
48. The Project to Promote ILO Policy on Indigenous and Tribal Peoples, which is based in EGALITE, continued its activities under the present phase (2000-03) in 2001. Following the completion of a number of comprehensive country analyses early in 2001, countries in which the project will operate during the current phase were identified as follows: Cambodia, Cameroon, Central African Republic, India, Kenya, Malaysia, Morocco, Philippines, South Africa, United Republic of Tanzania, and Thailand. Cooperation in the

development, implementation or improvement of national policies concerning indigenous and tribal peoples has been requested by the Governments of Cambodia and the Central African Republic, and proposals and modalities for assistance are currently being developed. Preliminary discussions with government officials in India and Malaysia have served to establish a basis for further discussions and initiatives concerning indigenous and tribal peoples in these countries. In Malaysia, for example, a seminar on the rights of indigenous peoples is due to be held in 2002. In addition, two projects aimed at the promotion and application of Convention No. 169, and at improving the implementation of existing legislation concerning indigenous and tribal peoples, have been initiated in Argentina and the Philippines, respectively. In Kenya, a recent workshop funded by the project facilitated the establishment of a national task force for pastoralists and hunter-gatherers, aimed at coordinating and consolidating initiatives to ensure the effective participation of these peoples in the current Kenyan constitutional review process.

49. In Latin America, the San José MDT continued to carry out activities in several countries to promote Convention No. 169. EGALITE participated in a workshop on Convention No. 169, organized by the ILO and the Foreign Ministry of Chile in Santiago in September 2001. The ILO Office in Argentina, at the request of the Instituto Internacional de Estudios y Capacitación Social del Sur (INCASUR), is preparing a document on the rural and indigenous reality in MERCOSUR countries to be presented in 2002. In Mexico, the Office has provided technical assistance to officials of the Ministry of Labour, the legislature and the judiciary concerning Convention No. 169.

IX. Discrimination and workers of the occupied Arab territories

50. The Office has continued to examine the situation of workers in the complex and sensitive context of the occupied Arab territories. A mission representing the Director-General visited Israel and the occupied Arab territories from 26 April to 6 May 2001. Another mission visited the Syrian Arab Republic from 9 to 11 May 2001 for consultations with the government authorities and employers' and workers' organizations. Subsequently, the Director-General presented his report on the situation of workers of the occupied Arab territories to the 89th (2001) Session of the International Labour Conference,³ where it was discussed in a special sitting. The report contains information gathered by the two missions concerning conditions of work and employment in the occupied Arab territories in areas such as employment promotion, equality of opportunity and treatment, access to the labour market, working conditions, social security, poverty alleviation and industrial relations. Highlighting recent developments, the report finds that the events following September 2001 had a tragic impact on the situation of workers in the occupied Arab territories. The report also reflects concerns as to the situation of Palestinians working in Israel and workers in the Golan.
51. In a meeting between the Director-General and the General Secretary of Palestinian General Federation of Trade Unions (PGFTU) in January 2001, it was agreed that the ILO would consider the possibility of rapidly implementing projects to promote self-employment and vocational rehabilitation of people with disabilities as well as income-generating activities for local communities. From 12 to 15 March 2001, another high-level ILO mission was fielded to the territories to present the emergency programme formulated by the Office to the Palestinian tripartite partners in order to match it to the priorities set by

³ ILC, 89th Session, 2001: Report of the Director-General – Appendix: Report on the situation of workers of the occupied Arab territories.

the Palestinians in the context of the current events and to identify ways of integrating it in the emergency programmes formulated by the Palestinian Economic Council for Development and Reconstruction (PECDAR), UNDP and the World Bank. In addition, the ILO projects backstopped by ACTRAV supported the PGFTU in the formulation; development and implementation of vocational training policies became operational in 2001. The ILO also continued to provide technical assistance through supporting the Palestinian Employment Programme (PEP) and the establishment of a vocational rehabilitation centre for people with disabilities and youth with special needs in Hebron.

Geneva, 4 February 2002.